

# **Physical Readiness Program**

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## **OPNAVINST 6110.1H SUMMARY AND CULTURE OF FITNESS WAY AHEAD**

1 JUL 05

**Service and Support Programs Division  
(PERS-67)**

6/2/05

*Mission First... Sailors Always*



# Physical Readiness Policy Summary of Changes

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## **Processing for Administrative Separation (ADSEP)**

- For members who do not achieve prescribed physical readiness standards by failing three PFA cycles in most recent 4-year period, ADSEP processing will become mandatory July 2006.
  - COs may request ISIC waive ADSEP processing for special cases.
  - Personnel who have failed the PFA three or more times in four years but passed the Spring 2006 PFA must continue passing PFAs during each subsequent cycle until no longer possessing three PFA failures in most recent 4-year period.
- July 2005 to July 2006, COs will have discretion to ADSEP, with ISIC concurrence, those personnel who are not trying nor making reasonable progress to meet standards.

## **Promotion/Advancement/Frocking**

Officers and enlisted members shall be ineligible for promotion, advancement, and frocking if they have failed most recent official PFA. Members may participate in monthly FEP mock PFA to regain eligibility.



# Physical Readiness Policy Summary of Changes

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## **ISIC Oversight**

ISICs to review ADSEPs initiated by subordinate commands to include FEP for enrolled members. ISICs should use that information in evaluating the leadership of that command, however failure to have administered an adequate FEP shall not be the sole reason to reverse proceeding. ISICs advised to consider treating physical readiness as retention/attrition in future fitness reports on subordinate officer and senior enlisted leaders.

## **BCA Measurement Procedures**

Per DODI 1308.3, BCA measurements must be taken *three* sequential times and recorded to the nearest 1/2 inch. If any of the three measurements differs by more than one inch from the other two, take an additional measurement and compute a mathematical average of the three closest measurements to the nearest 1/2 inch and record this value. On weight procedures, the one pound allowance for clothing has been deleted.



# Physical Readiness Policy Summary of Changes

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## **Fitness Enhancement Program (FEP)**

- Commands will enter a written covenant with sailors enrolled in FEP to ensure success. A log shall be maintained on each member's progress and will, at a minimum, include the number of PT sessions they actively participated in, monthly PFA results, and any special schools/training attended (e.g. ShipShape). FEP shall be conducted three to five times a week for at least one hour during the workday.
- Commands may require direct observation of unit activities a minimum of three times weekly to ensure members use duty time in a manner consistent with this requirement. Direct observation is the best insurance of meeting this requirement.
- Monthly PFAs for FEP members are mandatory (including weekly weigh-in for members in FEP due to BCA issues).
- COs may use their discretion to enroll in FEP those members with a Satisfactory Overall score and/or at their age-adjusted BCA standard (under age 40 - 22% males, 33% females; over 40 - 23% males, 34% females). Exception - those members who scored Outstanding/Excellent on the PFA with no sub scores below Good.



# Physical Readiness Policy Summary of Changes

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## **Increase Length of Time for Physical Conditioning**

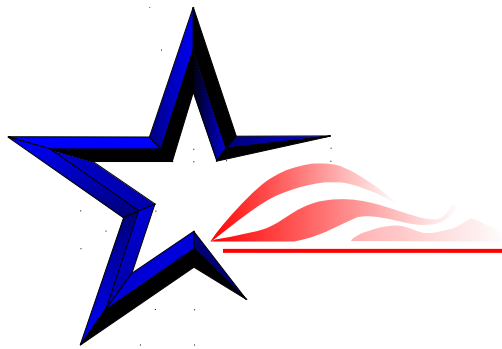
Physical conditioning sessions should be at least 60 minutes in length to allow for proper warm-up and cool-down, and consist of at least 30-45 minutes of continuous aerobic activity (increased from 20-30 minutes).

## **BCA Criteria**

For personnel who score an overall Outstanding or Excellent on the PRT, with no single event scored below “good”, COs are authorized to waive BCA criteria to the DOD maximum standard of 26% for males and 36% for females. Individual must present a professional, military appearance to be eligible for consideration.

## **PFA Retake**

Personnel who do not perform to the anticipated level to which they had conditioned (i.e. a "bad day") and failed the PFA may retest and record the best score achieved within the command's official PFA cycle.

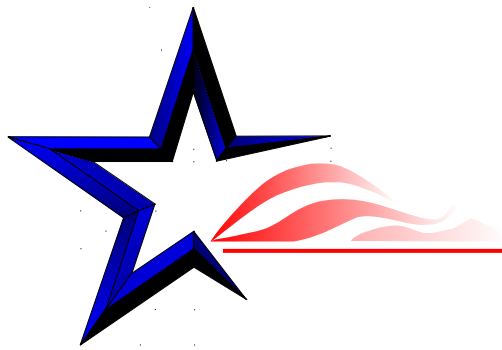


# **Culture of Fitness** *Way Ahead*

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**Transition from a Navy testing and compliance orientation to one that emphasizes continual physical readiness and promotion of health.**

- Ongoing efforts to revise current policy to take strong action against those who are consistently out of standard. (OPNAVINST 6110.1H).
- Begin immediate collaborative efforts to redefine physical readiness policy in terms of constant fitness and health by further revision of OPNAVINST 6110.1H and OPNAVINST 6100.2 (Health Promotion).
- Timing is ideal for change now. Both Fleet Response Plan and recent health research studies show requirement for continual fitness and value of good health in terms of Navy mission accomplishment.

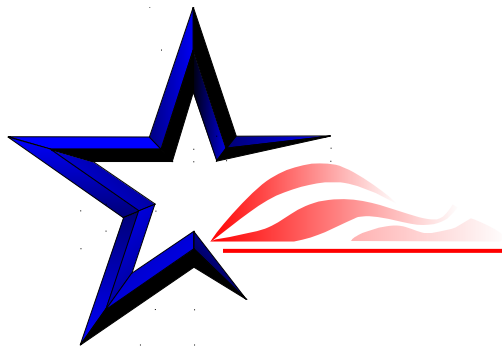


# Culture of Fitness *Way Ahead*

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## **Expectations**

- Fitter Force. By institution of a culture of continual fitness, we expect more focus on actual fitness rather than the present semiannual compliance process.
- Teamwork and Morale. Fitness activities have a long history of contribution to team-building and camaraderie.
- Return on Investment. Research studies are now showing that focusing on fitness and health leads to gains in productivity in the short term and greatly reduces health care costs in the long term. Even if the health care costs are reduced during the retirement years rather than active duty years, there are still significant benefits and savings affecting current operations.



# **Culture of Fitness** *Way Ahead*

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**Currently, the Health Promotion Advisory Board addresses wellness issues. Under new direction of the Wellness Functional Group SME, Community Capital Initiative, efforts will be comprehensive, collaborative, and results-based:**

- New charter, membership, and objectives
- Meets quarterly
- Will be comprised of various committees:
  - Fitness and Weight Management
  - Drug and Alcohol Abuse Prevention, Tobacco Cessation
  - Behavioral Health (Suicide Prevention, Stress Management, and Sexual Responsibility)



# Culture of Fitness Way Ahead

**Five  
Cross  
Functional SME  
Working  
Group  
Bundles**

**Community Capital Board of Directors (BOD)**  
CNP Chairs  
Provides Strategic Policy & Feedback  
(Members: CFFC, CPF, CNE, CNI, NPC, CoC, MCPON CNETC, CHINFO & OAL (ex-officio))

**Process Integration Oversight Council**  
CNI Chairs  
Manages Program Stakeholder Groups and Family Support Programs Advisory Council  
(Members: 2 Regional Commanders, Pers 6, CNI (N2/CHC), OAL & OCNR, IPT/Program Bundle Chairs)

**Family Support Programs  
Advisory Council**  
CNO OALs Co-chair  
Members:  
Sailor and Family Reps

**Respect**

SAVI, NRR,  
FAP, CMEQ

**Wellness**

Urinalysis, DAPA,  
Smoking Cessation,  
PFA, MWR

**Family**

Ombudsman/FSG,  
FFSC, Child Care  
Centers, Spouse  
Employment

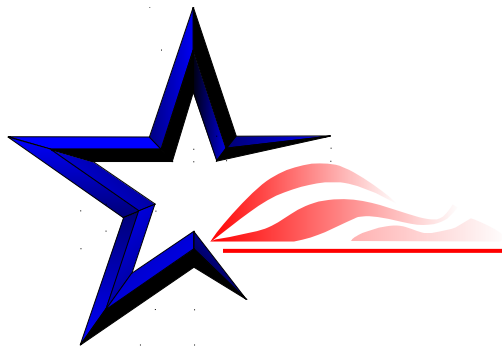
**Character**

Honor,  
Courage,  
Commitment

**Sea Warrior for Life**

TAP/DTAP,  
Retired Activities,  
Navy Home

**Stakeholders include the Navy's various  
Commands and Agencies that have subject  
matter experts whose Mission is to provide or  
manage a program or service.**

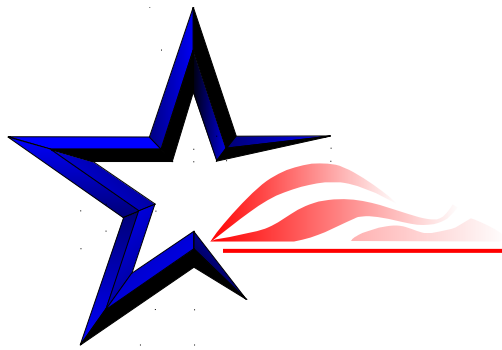


# **Culture of Fitness** ***Way Ahead***

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## **Role of Appointed Working Group**

- Bring both perspective and subject matter expertise to the table in setting new Navy course. Planned membership brings the interests of Fleet, Personnel, Installation and Medical together in group that already has significant credibility.
- Group must balance the many excellent ideas and suggestions already on the agenda with sound recommendations that are based upon facts and science rather than opinion, that lead to improved health and fitness, and do not put any Sailor's health or lives at risk.



# **Culture of Fitness *Way Ahead***

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## **Some Objectives of Working Group**

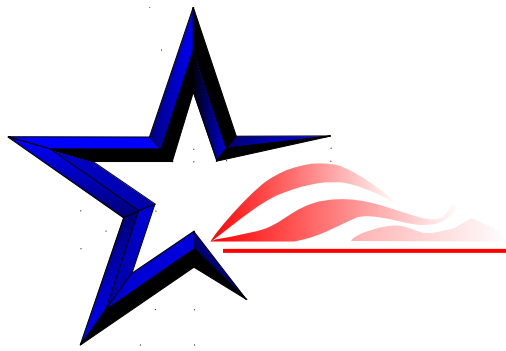
**Review current policies, background, other programs. Identify issues and possible areas of concern:**

- Medical exams/PFA clearance
- PRT and BCA Options
- Testing locations and timing, trained PFA administrators Group must balance the many excellent ideas and suggestions already on the agenda with sound recommendations that are based upon facts and science rather than opinion, that lead to improved health and fitness, and do not put any Sailor's health or lives at risk.

**Subgroups research new issues identified and other areas of concern**

- Recording PFA Data (PRIMS - NSIPS - DIMHRS)
- Command and Sailor awards and accountability
- Career Progression via Five Vector Model

**Work "Culture of Fitness" policy - revamped, easier-to-follow format.  
Deliver initial draft OPNAVINST 6110.1J to CNP.**



# Culture of Fitness Next Steps

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## BACK - UP

# Good Health Reduces Healthcare Consumption



Healthcare Resource Consumption

3-5 years

## Lifestyle Risk

### Factors

Smoking  
Alcohol  
Obesity  
Poor Diet  
Risky behavior  
Sedentary Lifestyle

**Avoidable  
Disease**

**Risky  
Behavior**

**Chronic  
Condition**

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